



Accept the Challenge as a Texas Alcoholic Beverage Commission Agent Trainee



The career of a TABC agent allows for a robust law enforcement experience that has a focus on investigation and inspection. Agents are assigned to specific offices following the training academy beginning April 2, 2017 through June 15, 2017 at Camp Mabry in Austin, TX. Upon completing training, Agent Trainees are assigned to one of 20 statewide enforcement offices. Each office has specific scheduling needs, but, maintains flexibility based on agent and agency needs.

The Enforcement Division is responsible for the criminal and administrative enforcement of the state's alcoholic beverage laws. TABC agents, each of whom is a commissioned police officer with statewide jurisdiction, inspect premises licensed by the agency and investigate alleged violations of the Alcoholic Beverage Code and other state laws such as bootlegging, application fraud, ownership subterfuge, sales to minors, prostitution, gambling, narcotics trafficking, illegal weapons and organized criminal activities. In addition, Enforcement Agents provide regular instruction to law enforcement officers, industry members, school children and civic organizations to provide a better understanding of the law to promote voluntary compliance.

Health Insurance

- ★ State of Texas paid individual health coverage and discounts on dependent coverage

Retirement

- ★ Personal State retirement account and Law Enforcement and Custodial Officer Supplement Retirement Fund and ability to buy back state and military service.
- ★ Retirement program administered by Employee Retirement Systems of Texas.

Life Insurance

- ★ \$5000 Basic Term Life Insurance when enrolled in health coverage.

Paid Holidays

- ★ Employees are granted several paid federal and state holidays throughout the year.

Paid Time Off

- ★ All TABC employees receive generous vacation and sick time allotments.
- ★ TABC agents are able to take up to 3 hours of Wellness Leave per week.

Tuition Reimbursement

- ★ In order to promote employee development through job related education.

Possible Monthly Stipends

- ★ Up to \$150 per month continuing education or \$50 for bilingual proficiency.
- ★ Agents receive a monthly clothing cleaning allowance.
- ★ Agents will receive reimbursements for expenses, which are incurred while away from their assigned duty station as provided by State Law.

| Job Classification Title | Years of TABC Service | Monthly Base Salary | Base Salary |
|--|-----------------------|---------------------|-------------|
| Agent Salary Schedule *Fiscal Year 2016 | | | |
| Agent Trainee | Less than 1 year | \$3,673.50 | \$44,082 |
| Agent I | 1 to 4 years | \$4,436.79 | \$51,943 |
| Agent II | 4 to 7 years | \$5,409.95 | \$64,919 |
| Agent III | 8 to 11 years | \$5,795.09 | \$69,541 |
| Agent IV | 12 to 15 years | \$6,051.08 | \$72,612 |
| Agent V | 16 to 19 years | \$6,330.65 | \$75,967 |
| Agent VI | 20 years + | \$6,487.13 | \$77,845 |

*Note, this chart does not include promotion opportunities: Sergeant, Captain, Major, etc.

Contact Recruiter, Mr. Keon Flowers with questions: Keon.Flowers@tabc.texas.gov or 512-206-3211



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Qualifications and Requirements of a TABC Agent:

- ★ Minimum 21 years of age
- ★ High School Diploma or GED
- ★ Active Peace Officer Certification (TCLEOSE or TCOLE)
- ★ Able to successfully complete written and physical training assessments; **-AND-**
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- ★ Four Years Law Enforcement experience **-or-**
- ★ Graduation from and accredited four-year university or college **-or-**
- ★ Four years of military experience with honorable discharge

What is your next step?

1. Apply for Agent Trainee Position: www.tabc.texas.gov/employment
Use reference source of TABC Recruiter on your application profile
 - Only offices with a current opening will have a need for an Agent Trainee, there are opportunities to transfer station offices as positions become available.
2. A basic background check will begin on qualified applicants
3. If invited, the agent written assessment will be administered approximately 2 months prior to training academy at a regional office, areas to study for preparation:
 - Rules of Arrest, Search and Seizure, Use of Weapons & Force
(TEXAS CODE OF CRIMINAL PROCEDURE Chapters 2,14,18 and 59 & TEXAS PENAL CODE Chapters 6, 9,12, 19,20,20A,21 22, 38, 42,46,49 and 71)
 - Laws, Rules, Regulations, and Texas Codes
(TEXAS CODE OF CRIMINAL PROCEDURE Chapters 2,14,18 and 59 & TEXAS PENAL CODE Chapters 6, 9,12, 19,20,20A,21 22, 38, 42,46,49 and 71)
 - Basic Computer/ Software Skills
 - Basic Arithmetic Skills, Map Reading
 - Written Communication & Report Writing
4. An Agent Trainee candidate must complete a Physical Readiness Test (PRT) which consists of either the Fitness Test Battery (FTB) or the Concept Rowing. Requirements are:
300 Meter Run – 93 seconds
Push-Ups – 13 (No time limit)
1.5 Mile Run – 21:55 minutes
OR
Concept II Rower Test
2,000 meters under an individually pre-determined load – 21:55minutes
5. Test scores are calculated and applicants are invited to a panel interview approximately 4-6 weeks from start of academy.
6. Panel interview invitations issued and scheduled with Enforcement division leadership.
7. Additional background screening is conducted on candidates.
8. Final decisions are made and offers are made to new agent trainees.
9. Agent Trainees will begin their training at Camp Mabry in Austin, TX.
10. Upon training completion, agent will report to their assigned station office.
11. Exceptional service allows agents' opportunities with TABC include Sergeant, Lieutenant, Captain, Assistant Chief and Chief. The Special Investigations Unit (SIU) provides an option for further exploration of criminal activities.